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**STATEMENT FROM MOUNT SINAI:**

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**ON BACKGROUND – Communication shared with the Mount Sinai community on 5/8:**

Since the Mount Sinai School of Medicine opened in 1968, we have been an institution driven by a core set of values. Those values—including equality, diversity, and inclusion—permeate every aspect of our work and community. That is why we would like to take a moment to address recent allegations involving the Institute for Global Health. Last week, a lawsuit was filed by a group of current and former staff alleging discrimination at the Institute.

We believe that these claims are unfounded, and we will vigorously defend against them. When concerns were brought to our attention a year ago, we took them very seriously. We immediately launched a comprehensive investigation, which included interviews with more than a dozen current and former members of the Institute’s staff. The investigation did not substantiate the allegations of discrimination against employees. But it did bring to our attention management issues at the Institute that led to the creation of an oversight committee, to which we appointed deans and senior faculty, to monitor and guide the management and activities of the Institute.

The issues reviewed include workplace culture, research, and policies around hiring, advancement, and salary. The committee continues to meet and we will take appropriate actions based on its work. Throughout our careers, we have both been committed to gender equity. We at Mount Sinai understand we must work every day to ensure that the institution is a welcoming place for everyone. Both before and after the review and creation of the oversight committee, we took several steps aimed at ensuring fairness and equality.

They include:

- The creation of a Deanship for Gender Equity in Science and Medicine and the appointment of Carol R. Horowitz, MD, a Professor of Population Health Science and Policy, to the position.
- The creation of a formal policy that specifically addresses the mistreatment of students and postdoctoral fellows.

- The appointment of Jonathan Ripp, MD, MPH, as Senior Associate Dean for Well-Being and Resilience, and Chief Wellness Officer. These initiatives and appointments complement our longstanding Office for Women's Careers, led by Sandra K. Masur, PhD, and Office for Diversity and Inclusion, led by Gary Butts, MD. Together, they work to support Mount Sinai's longtime commitment to furthering the careers of women in science and medicine, and to enforce our human resources policies and ensure a fair and safe work environment.

As we head towards our commencement this week, we want to assure you that Mount Sinai will continue to work to live up to our values by educating and training the best medical professionals, investing in twenty-first-century research, and continuing to maintain an equitable workplace and a diverse and talented team."